



# Lake County

*JSEC Insider*

## JSEC PRESENTS

### WAGE AND HOUR WORKSHOP

Presented by

JOHN ANDREW, Chief of the Labor Standards Bureau of the Montana Department of Labor and Industry and

### IDENTIFICATION OF DRUG USE

By Craig Couture, Tribal Police

Chief

Plus

Drug Testing

An Employers' Presepective

By Larry Goss of St. Luke Hospital

When: October 20, 2005

Time: 8:00am-4:00pm

Where: Mission Valley Power Conference Room, 65 Pablo W. Rd., Pablo.

Cost: \$50.00 full day

\$40.00 half day

Price includes; refreshments, snacks and lunch.

Call today to register 883.7880

## Check out our web site

[www.employlakecounty.com](http://www.employlakecounty.com) and click on the Research & Analysis link for Lake County. In it you'll find the most current employment statistics for our area as well as a wealth of other information that can aid in making a number of business decisions

## JSEC Representatives

Karen Dellwo, JSEC Chair

Todd Erickson, Coordinator 883.7885

Patti Patterson, Co-Coordinator 883.7883

Mike Shoquist, Job Service Manager

## Teens Driving on the Job

Employees 16 years of age and under may not drive motor vehicles on public roads as a part of their jobs - even if they possess a valid state driver's license.

Employees 17 years of age may drive cars and small trucks on public roads ONLY in limited circumstances but may not involve:

- Ø Towing Vehicles
- Ø Route deliveries or route sales
- Ø Transportation for hire of property, goods, or passengers
- Ø Urgent, time sensitive deliveries (such as pizza deliveries)
- Ø Transporting more than 3 passengers including employees of the employer
- Ø Driving beyond a 30 mile radius of the teen's place of employment
- Ø More than two trips away from the primary place of employment in any single day to deliver the employer's goods to a customers
- Ø More than two trips from primary place of employment in any single day to transport passengers other than employees of the employer

*More information regarding child labor laws can be found at [www.youthrules.dol.gov](http://www.youthrules.dol.gov)*

## More than 200 bills passed by the 2005 Montana Legislature take effect October 1

There's something for everyone within these new laws. What follows are some that directly affect many of our local businesses. You can access the entire list of 2005 passed legislation and their effective dates by going to:

[http://data.opi.state.mt.us/bills/2005/REPORTS/session\\_law\\_list.pdf](http://data.opi.state.mt.us/bills/2005/REPORTS/session_law_list.pdf)

## Smoking Ban

HB 643 imposes a statewide smoking ban on all places of employment effective Oct. 1, 2005, and pre-empts all existing local ordinances. Smoking is permitted in all businesses with liquor licenses that derive 60 percent or more of their revenue from sources other than food until Sept. 30, 2009. Local governments cannot impose stricter bans until Oct. 1, 2009.



Lake County Job Service Workforce Center  
PO Box 970  
417 B Main Street  
Polson, MT 59860

## Unemployment Insurance

Starting October 1, unemployment benefits are allowed for quitting due to sexual offense or stalking. Current law allows that an individual who is otherwise eligible for benefits may not be denied benefits because the individual left work or was discharged because of circumstances resulting from the individual or a child of the individual being a victim of domestic violence. HB 567 adds sexual assault or stalking. An employer's account may not be charged for the payment of benefits to an individual who left work or was discharged because of circumstances resulting from domestic violence, a sexual assault, or stalking. An individual may not receive more than 10 weeks of unemployment benefits for the 12-month period after the filing of a claim under the provisions of this section. These changes do not affect the rights of an individual to receive unemployment benefits that the individual is entitled to under other provisions of state law.

## JSEC Members

Karen Dellwo, First Interstate Bank, Chair  
Theresa Jones, St. Luke Hospital, Treasurer  
Stacey Kiehn, S&K Technologies  
Kathy Olson, S&K Technologies  
Rick Molenda, Western Bee  
Emily Peck, Polson School Dist., #23  
Joyce Rogers, Western Building Center  
Ken Rohrenbach  
Michelle Cope, Polson Chamber  
Lettie Neuman - Kicking Horse Job Corps  
Audi Moran - S&K Technologies  
Paula Weaver, Tamsco  
Marilyn Becker, OPA  
Nikki Montesano, Jore Corporation  
Adina Fox, Ronan Telephone  
Wayne Fuchs, St. Luke Hospital

## Gift Certificates

If you issue gift cards or certificates, a new law prohibits their expiration. With HB 295, a gift certificate is valid until redemption and does not terminate. A gift certificate is considered trust property of the possessor if the issuer or seller declares bankruptcy after issuing or selling the certificate. This also clarifies that the value represented by the gift certificate belongs to the possessor and not to the issuer or seller.

## Drug Testing

Workforce drug and alcohol testing laws were revised under HB 409 to now allow for breath or oral fluid testing determining the presence of a controlled substance or alcohol.

## Free Posters!

Remember to ask Job Service for the 5-in-1 Posters and USERRA Posters! Don't let private companies make you believe that you have to pay for them. They are FREE of charge from your local Job Service office. Just call 883-7880



To keep current on Wage & Hour laws; new available resources, new employer information, upcoming Work Shops; previous Newsletters: visit our website: [employlakecounty.com](http://employlakecounty.com) or call Todd Erickson, Business Advocate @ 406.883.7885 email: [toerickson@mt.gov](mailto:toerickson@mt.gov) New hours: Monday-Friday 9:00-2:30